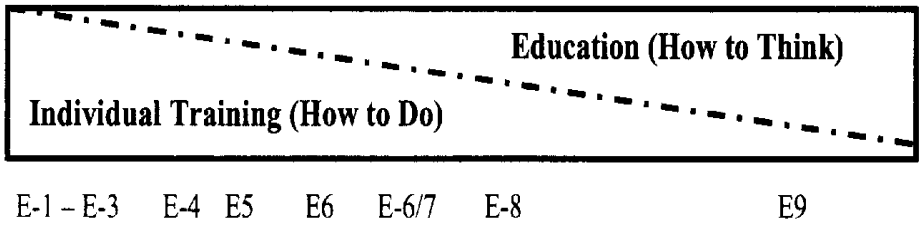
EJPME
in Army
Non-Commissioned Officer
Education System

EPMEP Guidance

(CJCSI 1805.01 28 October 2005)

- **JLAs and JLOs in the EPME curricula should achieve goal of expanding "jointness" to all levels of the US Armed Forces**
  - **Each Service operates it's EPME system to develop personnel with knowledge, skills, abilities, and attributes appropriate to their grade and MOS**
  - **Enlisted personnel should receive different levels of JPME from initial enlistment through the most senior enlisted grade**
  - **Services use a mix of resident and non-resident instruction and other tools to educate and train enlisted personnel**
- **Professional development is the product of a learning continuum comprising of individual training, experience, education and self- improvement**
  - **The focus of learning opportunities centers on individual training (how to do) for enlisted**
  - **Growth in experience and assuming greater responsibilities are enhanced with professional education (how to think) opportunities**



TRADOC Guidance

(DCSOPS-T Transmittal 11 July 2005)

- **No JPME in Initial Entry Training**
- **Basic JPME will be focused at the E-6 level**
- **Assignment Oriented Training (AOT) for NCOs assigned to joint positions**
- **4 hours joint instruction in resident Sergeants Major Course**
- **Division Level CSM designees attend resident training at Joint Forces Command**

Transformed NCOES Structure

NCOES	WLC	BNCOC	ANCOC	SMC
Who Attends	• SPC	• SGT	• SSG	• MSG, Sister Service E9 equivalents, and SGM (-)
Focus	• Teams, Crews, Squads, and Sections (SGT Duties)	• Section/Squad within Platoon (SSG Duties)	• Platoon within Company, Battalion Operations (SFC Duties)	• Battalion and Higher (SGM Duties)
What	• Execute, Lead & Train Warrior Tasks and Drills • COE and Emerging Doctrine • Integrate OEF & OIF Lessons Learned • Increase "hands on" and experiential learning • Emphasize "how" to be an NCO • Emphasizes troop-leading procedures and field craft • Stresses developmental counseling, introducing Individual Assessment & Feedback • Conduct Cultural Awareness	• Conduct Leader Training on Warrior Drills • COE and Emerging Doctrine • Integrate OEF & OIF Lessons Learned • Integrate basic Battle Tracking from Battle Staff Course • Merge Common and Technical Training • Integrate basic Problem Solving • Team building/building high performance teams, Application of Individual Assessment & Feedback • Adapt Cultural Awareness	• Integrate Warrior Tasks and Drills into the Platoon Collective Plan • COE and Emerging Doctrine • Apply applications of Lessons Learned • Integrate advanced Battle Tracking from BSC • Merge Common and Technical Training • Integrate advanced Problem Solving • Integrate the platoon into the company team • Shared training (BOLC, CCC) • Application of Individual Assessment & Feedback • Perform Cultural Awareness	• Determine strategy and plans for Warrior Tasks & Drills • COE and Emerging Doctrine • Process application of Lessons Learned • Advanced Operations at the BCT thru Corp level • Internal "specialty" tracks to meet projected assignment • How the Army runs • How to lead and train at the battalion and above • Shared training with ILE • ManageUnit Individual Assessment & Feedback Program • Apply Culture Awareness

Proposal for BASIC JPME in NCOES

- **Basic Non-commissioned Officer Course Common Core**
  - **Warrior Leader Course (No Change)**
  - **Add Distributed Learning through Guided Self- Development for completion prior to graduation from BNCOC**
    - **All Joint Learning Objectives (JLO) for the basic EJPME learning areas will be developed and directed toward guided self development**
    - **6-8 hours of DL = $132K to $176K (DA/JS must pay)**
  - **Advance Non-commissioned Officer Course (No Change)**

Proposal for Senior JPME in NCOES

- **Sergeants' Major Course**
  - **The following Learning Areas are incorporated in the Resident Course**
    - **LA #1 - National Military Capabilities and Organization**
    - **LA #2 – Armed Forces Overview**
    - **LA #3 – Foundations of Joint Operations**
    - **LA #4 – National Strategic Overview**

Proposal for CSM Designees

- **CSM must be assigned at Division Level or higher**
  - **Designees will attend resident training at JFCOM**

JPME for Assignment Oriented Training (AOT)

- **DL training for joint-bound NCO's**
  - **JPME CD already in use for Senior level NCOES**

Information Sharing Initiatives

- **Annual Sister Service PME conference; Hosted this year by Army**
- **Services Liaisons at Centers and Schools**
- **Consideration:**
  - **Semi-Annual Forums**

Army EJPME Way Ahead

- **In Progress** — **Concept Development**
- **TBD** — **CAC Cdr Decision Brief**
- **TBD** — **TRADOC CDR Decision Brief**
- **TBD** — **TRADOC Implementation Guidance**
- **TBD** — **Course Development Working Groups**
- **1QFY08** — **Implementation of Transformed Army EJPME**
- **1QFY09** — **Implementation of Transformed RC EJPME**

Issues

- **Funding for development/production of training aids & training support material**